

# Hampton County Base Labor Market Analysis



South Carolina  
Department of  
Commerce  
Labor Market Information



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## EXECUTIVE SUMMARY

### Population

*Hampton County's population growth has been slower than the state's in recent years.*

Future growth is expected to continue to be slower than the state's.

*Over half of Hampton County's workers live within the county, and a significant number come from Colleton County.*

### Income

*Per capita income growth has been slower than in the state and nation.*

Consequently, Hampton County's per capita income has remained below state and national levels from 1996 to 2006.

Hampton County's average wages are higher than the state's for the legal, healthcare support, protective service, and farming and forestry occupation groups.

### Education

*The number of degrees awarded by area post-secondary institutions has increased.*

The greatest increase has been in the area of healthcare.

### Occupations

*The following occupational groups are expected to have faster growth in Hampton County than in the state:*

Legal, personal care and service, and construction and extraction.

*Requirements for Hampton County's workers are expected to grow in the following levels of education and experience:*

Work experience in a related field, postsecondary vocational award, bachelor's degree, and master's degree or higher.

### Industry

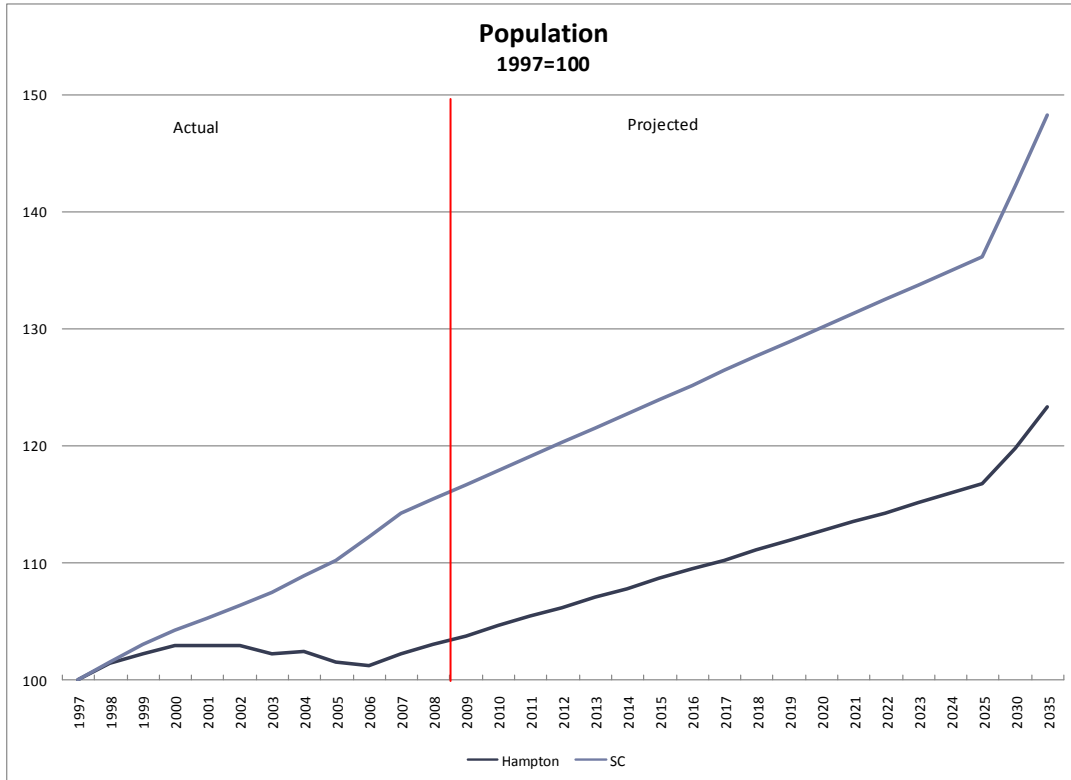
*These sectors are rated as having potential in Hampton County:*

Professional, scientific and technical services and truck transportation.

## POPULATION

### Growth

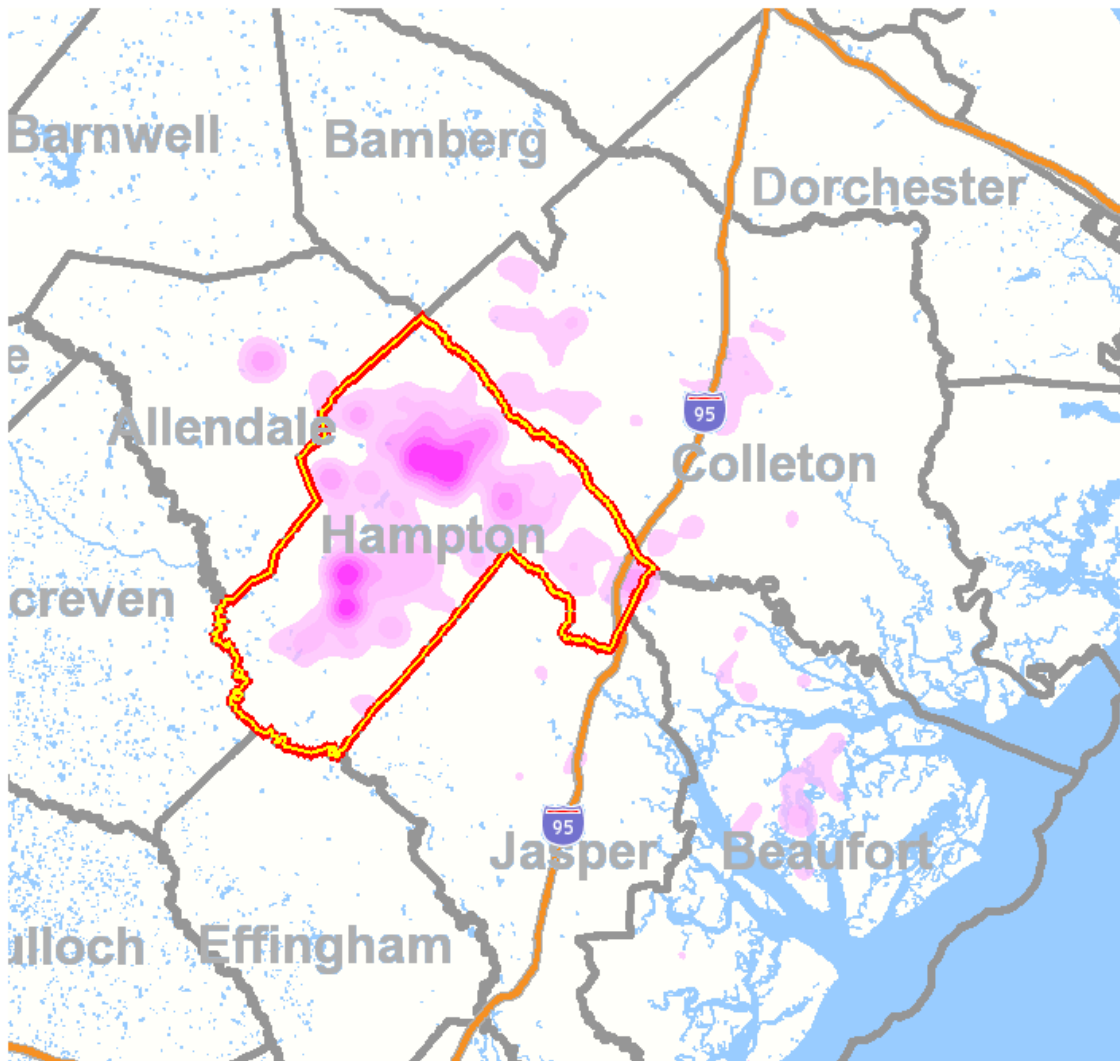
Hampton County's 2007 population was 21,210. The county population has grown by 2.2% since 1997, compared to 14.2% growth for South Carolina. Hampton's future population growth is expected to continue to be slower than the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

## LABORSHED

The map below shows where Hampton County workers come from (in 2006, latest available data). Hampton County draws over half of its workers from within its borders, and a significant number come from Colleton County.



Source: U.S. Census Bureau, Local Employment Dynamics.

### Characteristics of Workers

#### Age of Workers:

30 or younger	21.8%
31 to 54	56.3%
55 or older	21.8%

#### Earnings of Workers:

\$1,200 per month or less	29.0%
\$1,201 to \$3,400 per month	46.6%
More than \$3,400 per month	24.4%

### **States Where Workers Live:**

South Carolina	95.8%
Georgia	3.1%
All other locations	1.1%

### **Counties Where Workers Live:**

Hampton	55.7%
Colleton	10.7%
Beaufort	7.3%
Allendale	4.3%
Orangeburg	2.9%
Berkeley	2.1%
Jasper	2.1%
Charleston	1.6%
Richland	1.4%
Dorchester	1.3%
All Other Locations	10.6%

### **Cities Where Workers Live:**

Hampton, South Carolina	9.4%
Varnville, South Carolina	7.0%
Estill, South Carolina	5.7%
Allendale, South Carolina	1.8%
Beaufort, South Carolina	1.4%
Walterboro, South Carolina	1.2%
Yemassee, South Carolina	1.1%
Gifford, South Carolina	1.0%
Brunson, South Carolina	0.9%
Fairfax, South Carolina	0.7%
All Other Locations	69.6%

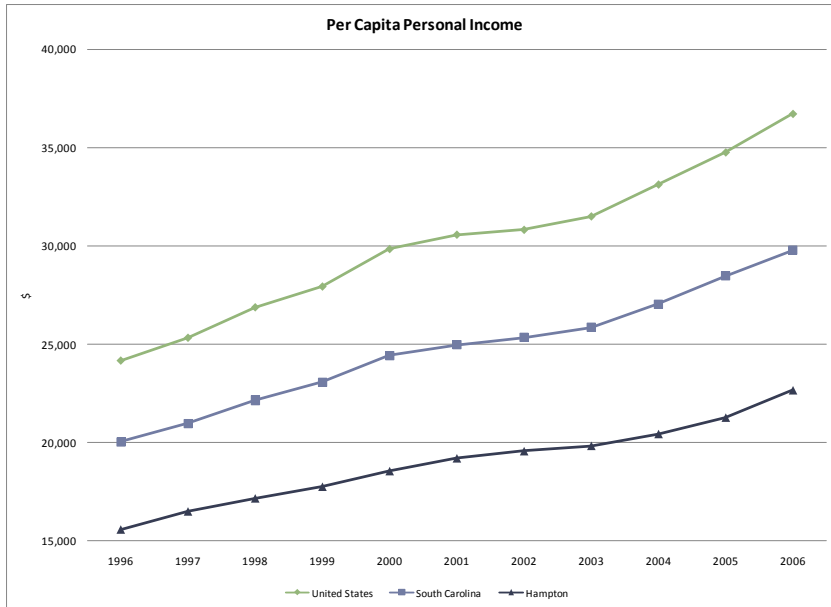
*Source: U.S. Census Bureau, Local Employment Dynamics.*



## INCOME

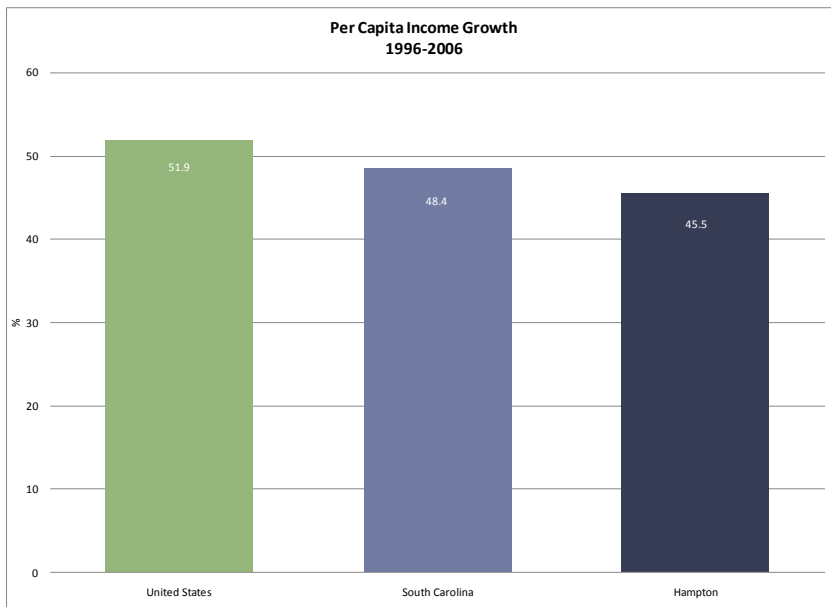
### Per Capita Income

Hampton County's per capita income has fallen farther below state and national levels.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Hampton County's per capita income has grown slower than South Carolina's and the nation's.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

## Wages by Industry

Hampton County's average wages are below those of South Carolina (\$653 vs. \$680 in 2007). Average wages were up 21% in Hampton County over the past five years, compared to 18% for the state. All major sectors for which data was available, except transportation and warehousing and other services, had growth.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		653	539	21
Construction	23	733	458	60
Manufacturing	31-33	794	682	16
Retail Trade	44-45	382	297	29
Transportation and Warehousing	48-49	683	717	-5
Information	51	NA	618	
Finance and Insurance	52	660	594	11
Real Estate and Rental and Leasing	53	524	358	46
Administration & Support & Waste Management & Remediation Services	56	NA	NA	
Arts, Entertainment, and Recreation	71	243	213	14
Accommodation and Food Services	72	178	168	6
Other Services (Except Public Administration)	81	319	355	-10
Federal Government		1,074	907	18
State Government		622	556	12
Local Government		556	469	19

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

## Wages by Occupation

Average wages in Hampton County are higher than the state average in the following occupational groups:

- Legal
- Healthcare support
- Protective service
- Farming and forestry

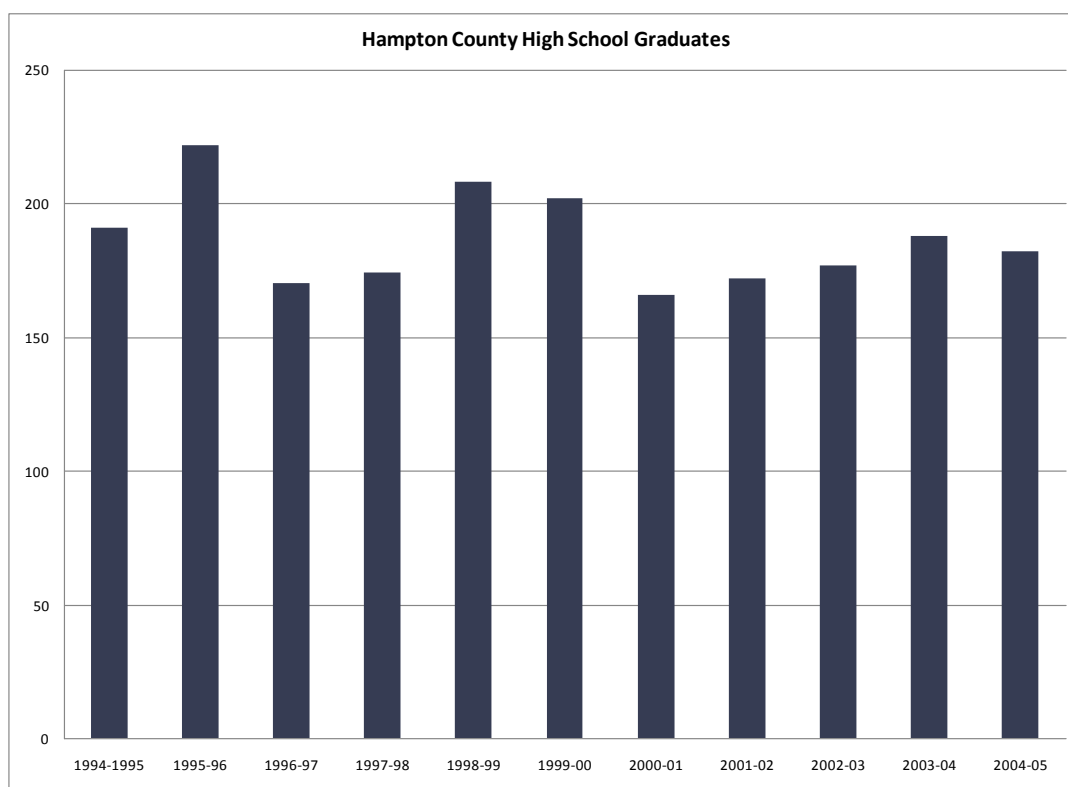
Occupation	2007 Hampton County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	16.16	28.78
Business and financial operations occupations	15.88	20.28
Computer and mathematical science occupations	19.73	26.20
Architecture and engineering occupations	20.46	30.22
Life, physical and social science occupations	20.47	22.76
Community and social services occupations	13.14	13.18
Legal occupations	60.17	30.68
Education, training and library occupations	20.10	24.42
Arts, design, entertainment, sports and media occupations	11.70	12.66
Healthcare practitioners and technical occupations	26.53	30.64
Healthcare support occupations	10.78	10.55
Protective service occupations	15.14	13.87
Food preparation and serving related occupations	7.01	7.90
Building and grounds cleaning and maintenance occupations	8.42	8.42
Personal care and service occupations	7.37	8.39
Sales and related occupations	8.50	13.48
Office and administrative support occupations	12.48	13.22
Farming, fishing, and forestry occupations	16.98	13.07
Construction and extraction occupations	13.43	16.51
Installation, maintenance and repair occupations	13.83	16.88
Production occupations	12.58	15.21
Transportation and material moving occupations	10.81	12.94

Source: Economic Modeling Specialists, Inc.

## EDUCATION

### High School Graduates

From 1995 to 2005 (latest data available), the number of Hampton County students receiving high school diplomas fell by 9 (5%). In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 182 people received high school diplomas in Hampton County in 2005. Hampton County had 7 fewer 12<sup>th</sup> grade students in 2004-05 than in 1994-95. Also, the number of Hampton County students not passing the exit exam who received a certificate of completion instead of a diploma was down by 4 (to 12) over the 1995-2005 period.



Source: National Center for Education Statistics.

## Higher Education Graduates

Over 4,200 more students graduated from higher educational institutions in the Lowcountry area in 2006 than in 1996, an increase of 50%. The greatest numerical increase was in the healthcare field.

Program	1996	2006	Change	% Change
Agriculture, agriculture operations, and related sciences	36	31	-5	-14
Architecture and related services	42	148	106	252
Area, ethnic, cultural, and gender studies	-	8	8	
Biological and biomedical sciences	343	435	92	27
Business, management, marketing, and related support services	1,161	1,618	457	39
Communication, journalism, and related programs	153	402	249	163
Communications technologies/technicians and support services	16	270	254	1,588
Computer and information sciences and support services	184	398	214	116
Construction trades	10	34	24	240
Education	1,036	1,043	7	1
Engineering technologies/technicians	214	262	48	22
Engineering	72	67	-5	-7
English language and literature/letters	175	207	32	18
Family and consumer sciences/human sciences	163	230	67	41
Foreign languages, literatures, and linguistics	50	108	58	116
Health professions and related clinical sciences	1,705	2,637	932	55
Legal professions and studies	100	92	-8	-8
Liberal arts and sciences, general studies and humanities	505	734	229	45
Mathematics and statistics	83	63	-20	-24
Mechanic and repair technologies/technicians	178	403	225	126
Multi/interdisciplinary studies	38	118	80	211
Natural resources and conservation	8	19	11	138
Parks, recreation, leisure, and fitness studies	7	36	29	414
Personal and culinary services	107	206	99	93
Philosophy and religious studies	23	58	35	152
Physical sciences	102	120	18	18
Precision production	137	85	-52	-38
Psychology	270	334	64	24
Public administration and social service professions	139	165	26	19
Science technologies/technicians	3	-	-3	-100
Security and protective services	283	477	194	69
Social sciences and history	532	602	70	13
Theology and religious vocations	7	37	30	429
Transportation and materials moving	159	114	-45	-28
Visual and performing arts	500	1,239	739	148
TOTAL	8,541	12,800	4,259	50

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

*Data for these schools: Armstrong Atlantic State University (GA), Beta Tech, Charleston Southern University, Citadel, Claflin University, College of Charleston, Denmark Technical College, Medical University of South Carolina, Miller-Motte Technical College, Orangeburg Calhoun Technical College, Savannah College of Art and Design (GA), Savannah State University (GA), Savannah Technical College (GA), South Carolina State University, South University-Savannah (GA), Southern Methodist College, Technical College of the Lowcountry, Trident Technical College, University of Phoenix-Savannah Campus (GA), University of South Carolina-Beaufort, University of South Carolina-Salkehatchie, Voorhees College.*

## OCCUPATIONS

### Occupational Projections

The following occupational groups are projected to grow faster in Hampton County than in the state:

- Legal
- Personal care and service
- Construction and extraction

See **Appendix A** for detailed occupational information.

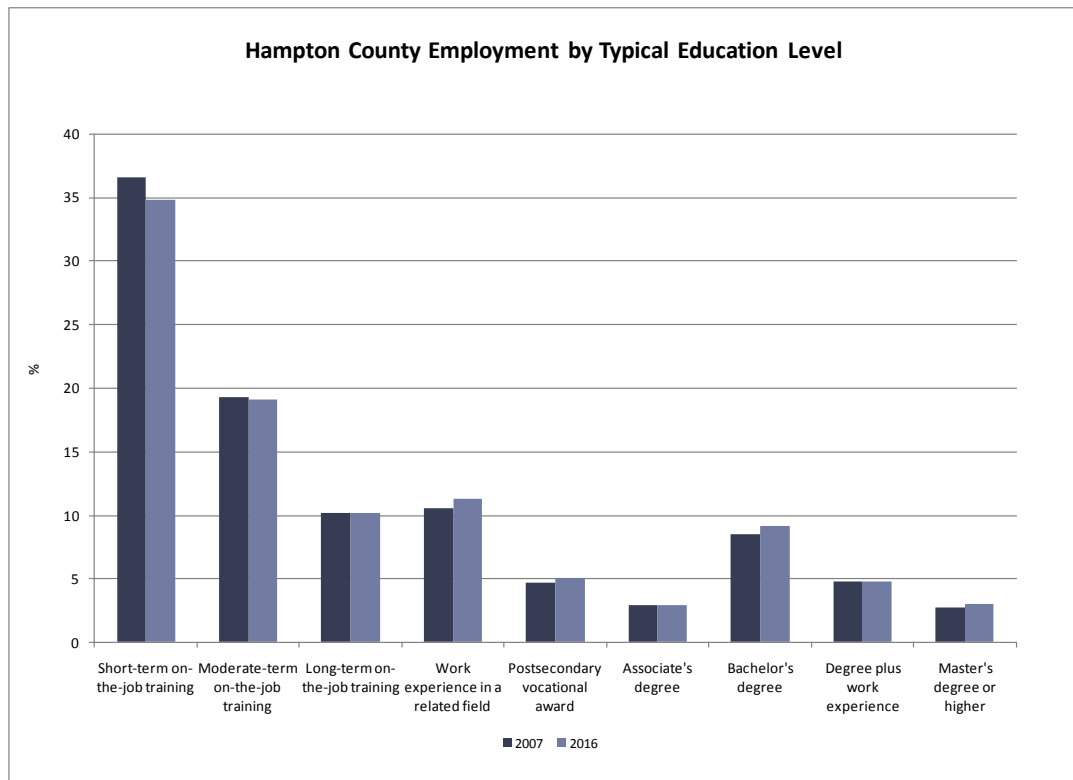
Occupation	2007-2016 Hampton County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	8	17
Business and financial operations occupations	17	22
Computer and mathematical science occupations	22	23
Architecture and engineering occupations	9	15
Life, physical and social science occupations	9	15
Community and social services occupations	9	15
Legal occupations	34	21
Education, training and library occupations	6	16
Arts, design, entertainment, sports and media occupations	16	17
Healthcare practitioners and technical occupations	-1	24
Healthcare support occupations	15	25
Protective service occupations	9	18
Food preparation and serving related occupations	-9	13
Building and grounds cleaning and maintenance occupations	13	23
Personal care and service occupations	10	7
Sales and related occupations	13	19
Office and administrative support occupations	5	13
Farming, fishing and forestry occupations	-6	16
Construction and extraction occupations	23	19
Installation, maintenance and repair occupations	2	17
Production occupations	-13	10
Transportation and material moving occupations	-4	11

Source: Economic Modeling Specialists, Inc.

## Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. Based on employment projections, Hampton County is expected to see growth in requirements for the following specific levels of education and experience:

- Work experience in a related field
- Postsecondary vocational award
- Bachelor's degree
- Master's degree or higher



Source: Economic Modeling Specialists, Inc

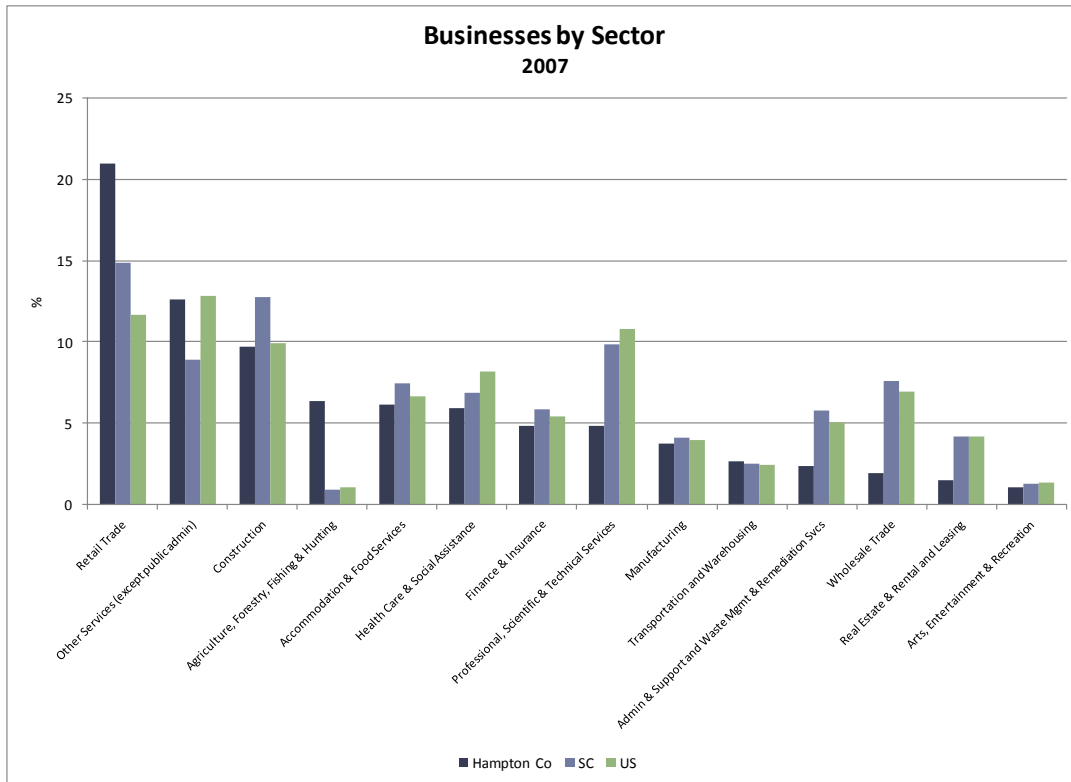


## INDUSTRY

### Businesses by Sector

Hampton County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Agriculture and forestry
- Transportation and warehousing



Source: U.S. Department of Labor, Bureau of Labor Statistics.

## Growth in Number of Businesses

The number of private businesses in Hampton County fell by 20% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, based on available data, Hampton County had higher growth in five industries compared to South Carolina and the U.S. Below is a list of those five industries along with their respective growth rates.

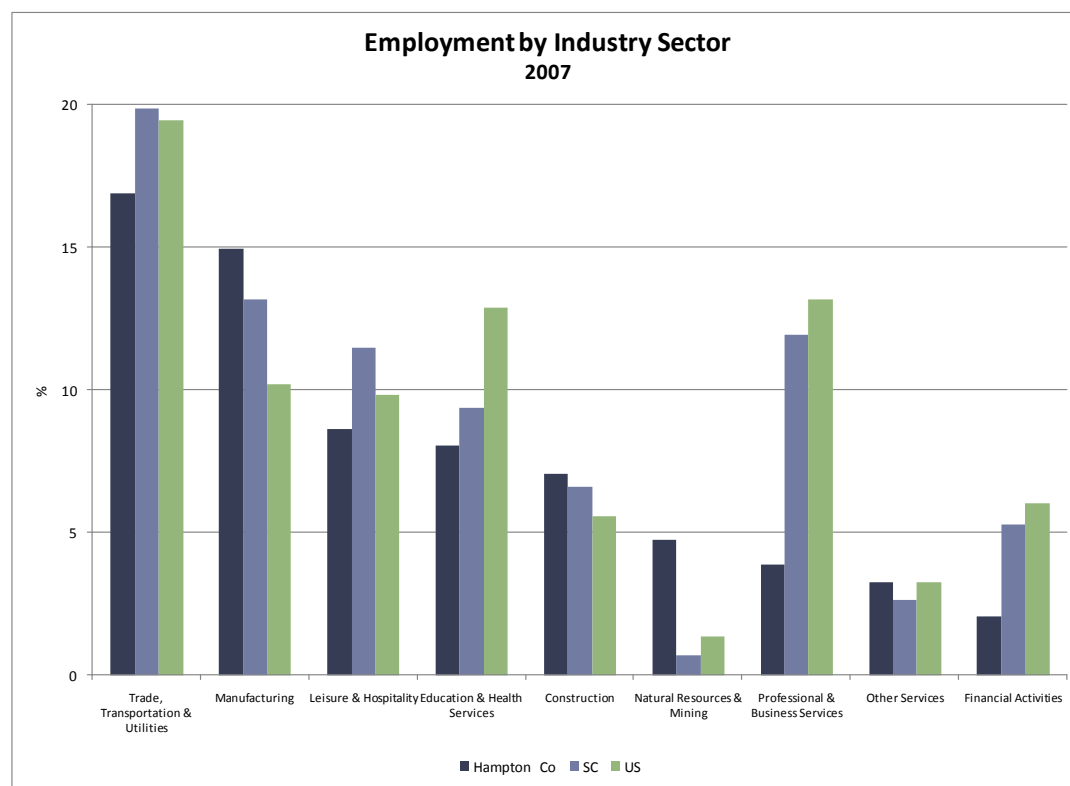
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Hampton Co.	SC	US
Crop production	14.3	-17.6	-9.3
Merchant wholesalers, nondurable goods	14.3	-5.0	-3.5
Insurance carriers and related activities	12.5	0.3	6.7
Professional, scientific and technical services	15.8	2.1	14.3
Educational services	33.3	14.1	23.7

Source: U.S. Department of Labor, Bureau of Labor Statistics.

## Employment by Sector

Hampton County has a larger than average share of its jobs in manufacturing, construction, and natural resources and mining.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

# Industry Analysis

## Screening Criteria

Industry sectors were rated on six factors:

- |                                    |                                 |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth      | Competitive effect <sup>1</sup> |
| • 2002-2007 employment growth rate | Average annual wage             |
| • Location quotient <sup>2</sup>   | Projected growth                |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 25 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0 (jobs declined over the period in the county) (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$33,946 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

## Data Limitations

Because of Census and Bureau of Labor Statistics restrictions, information on detailed industry sectors is quite limited for smaller counties such as Hampton. Therefore, this base analysis is not as comprehensive as those for larger areas. Further analysis can be conducted on growth occupations and using other resources in an attempt to obtain more detailed information on potential focus industries for Hampton County. The Department of Commerce can assist in this supplemental analysis.

## Industries of Note

Based on these criteria, specialty trade contractors is a “six star” sector in Hampton County.

The following are “five star” sectors for the county:

- Motor vehicle and parts dealers (with only below-average wages as a negative factor)
- Professional, scientific and technical services (location quotient below 1.25)
- Ambulatory health care services (location quotient below 1.25)

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. Of the industries noted above, professional, scientific and technical services can be considered a base economy sector in Hampton County.

Another sector which fits this base economy criteria, has above-average wages, has a relatively high concentration in the area (as indicated by the location quotient), and is projected to grow is truck transportation.

**Appendix C** has information on all factors for all sectors for Hampton County.

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<sup>1</sup> *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

<sup>2</sup> *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.*

## MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Hampton County's labor market. We hope that it will help in advancing the progress of Hampton County's economic development.

### What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

### What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Hampton Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

#### 1. *What is Hampton's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

#### 2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

#### 3. *What other factors are vital to Hampton and its community?*

Over and above pure economic considerations, what is important to the citizens of the Hampton community? How does Hampton want to be perceived? What quality of life issues affect Hampton? These questions may impact the types of industries desired for the area.

## How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

### 1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

### 2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

### 3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

## Appendix A: Occupational Projections for Hampton County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-2022	Sales managers	20	23	3	15	1.28	32.76	Degree plus work experience
11-3011	Administrative services managers	15	16	1	7	1.37	27.61	Degree plus work experience
11-3031	Financial managers	20	22	2	10	0.67	24.50	Degree plus work experience
11-9011	Farm, ranch, and other agricultural managers	54	54	0	0	2.44	11.93	Degree plus work experience
11-9012	Farmers and ranchers	208	202	-6	-3	2.81	6.55	Long-term on-the-job training
11-9021	Construction managers	42	58	16	38	1.30	12.51	Bachelor's degree
11-9051	Food service managers	29	38	9	31	1.48	9.22	Work experience in a related field
11-9111	Medical and health services managers	13	13	0	0	1.01	40.59	Degree plus work experience
11-9141	Property, real estate, and community association managers	29	45	16	55	0.58	7.57	Bachelor's degree
11-9199	Managers, all other	73	85	12	16	1.03	7.95	Work experience in a related field
11-1011	Chief executives	60	70	10	17	1.24	23.73	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-1021	General and operations managers	83	81	-2	-2	1.07	32.62	Degree plus work experience
13-1023	Purchasing agents, except wholesale, retail, and farm products	14	12	-2	-14	1.10	20.54	Work experience in a related field
13-1111	Management analysts	15	17	2	13	0.36	13.08	Degree plus work experience
13-1199	Business operation specialists, all other	11	12	1	9	0.25	28.01	Bachelor's degree
13-2011	Accountants and auditors	56	70	14	25	0.83	14.21	Bachelor's degree
13-2021	Appraisers and assessors of real estate	12	18	6	50	0.66	8.61	Postsecondary vocational award
13-2052	Personal financial advisors	10	15	5	50	0.33	8.25	Bachelor's degree
21-1012	Educational, vocational, and school counselors	19	20	1	5	1.68	18.08	Master's degree
21-1021	Child, family, and school social workers	20	21	1	5	1.56	13.14	Bachelor's degree
21-2011	Clergy	16	18	2	13	1.34	7.20	Master's degree
23-1011	Lawyers	35	46	11	31	0.95	86.20	First professional degree
23-2011	Paralegals and legal assistants	29	43	14	48	2.64	52.54	Associate's degree
25-1099	Postsecondary teachers	28	35	7	25	0.40	47.96	Doctoral degree
25-2011	Preschool teachers, except special education	25	28	3	12	1.08	10.72	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-2012	Kindergarten teachers, except special education	23	25	2	9	2.80	22.89	Bachelor's degree
25-2021	Elementary school teachers, except special education	115	120	5	4	1.62	21.22	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	60	61	1	2	1.97	20.90	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	77	75	-2	-3	1.62	20.94	Bachelor's degree
25-2032	Vocational education teachers, secondary school	12	11	-1	-8	2.54	24.81	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	16	18	2	13	1.63	21.60	Bachelor's degree
25-3099	Teachers and instructors, all other	13	15	2	15	0.46	25.51	Bachelor's degree
25-4021	Librarians	11	11	0	0	1.56	21.32	Master's degree
25-4031	Library technicians	10	10	0	0	--	--	Postsecondary vocational award
25-9041	Teacher assistants	72	74	2	3	1.19	8.45	Short-term on-the-job training
27-2022	Coaches and scouts	17	20	3	18	1.92	17.23	Long-term on-the-job training
27-4021	Photographers	13	10	-3	-23	0.39	8.93	Long-term on-the-job training
29-1051	Pharmacists	13	16	3	23	1.18	46.95	First professional degree



SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
29-1069	Physicians and surgeons	34	38	4	12	0.94	64.10	First professional degree
29-1111	Registered nurses	125	121	-4	-3	1.16	25.55	Associate's degree
29-1123	Physical therapists	11	12	1	9	1.30	27.85	Master's degree
29-2034	Radiologic technologists and technicians	15	14	-1	-7	1.72	19.36	Associate's degree
29-2041	Emergency medical technicians and paramedics	30	25	-5	-17	3.44	13.25	Postsecondary vocational award
29-2052	Pharmacy technicians	24	23	-1	-4	1.85	10.48	Moderate-term on-the-job training
29-2061	Licensed practical and licensed vocational nurses	23	21	-2	-9	0.74	19.66	Postsecondary vocational award
29-2071	Medical records and health information technicians	10	10	0	0	1.41	11.04	Associate's degree
31-1012	Nursing aides, orderlies, and attendants	39	38	-1	-3	0.61	10.88	Postsecondary vocational award
31-9092	Medical assistants	24	34	10	42	1.25	9.24	Moderate-term on-the-job training
33-1012	First-line supervisors/managers of police and detectives	10	10	0	0	2.51	19.96	Work experience in a related field
33-2011	Fire fighters	47	49	2	4	3.77	14.14	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
33-3012	Correctional officers and jailers	44	49	5	11	2.51	15.61	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	39	42	3	8	1.54	14.64	Long-term on-the-job training
33-9032	Security guards	32	36	4	13	0.71	9.97	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	48	45	-3	-6	1.27	9.09	Work experience in a related field
35-2011	Cooks, fast food	53	48	-5	-9	2.10	6.55	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	19	19	0	0	1.11	8.45	Moderate-term on-the-job training
35-2014	Cooks, restaurant	28	24	-4	-14	0.73	6.55	Long-term on-the-job training
35-2015	Cooks, short order	26	23	-3	-12	3.25	6.55	Short-term on-the-job training
35-2021	Food preparation workers	46	44	-2	-4	1.19	7.11	Short-term on-the-job training
35-3011	Bartenders	15	14	-1	-7	0.66	6.55	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	92	89	-3	-3	0.81	6.55	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	49	44	-5	-10	2.06	6.55	Short-term on-the-job training
35-3031	Waiters and waitresses	83	72	-11	-13	0.81	6.55	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	20	17	-3	-15	1.13	6.55	Short-term on-the-job training
35-9021	Dishwashers	17	14	-3	-18	0.76	6.55	Short-term on-the-job training
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	16	13	-3	-19	1.02	6.55	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	23	25	2	9	1.39	9.36	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	49	42	-7	-14	0.50	11.35	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	175	214	39	22	1.90	6.71	Short-term on-the-job training
37-2019	Building cleaning workers, all other	36	46	10	28	1.67	6.55	Short-term on-the-job training
37-2021	Pest control workers	12	17	5	42	2.98	10.47	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	55	54	-1	-2	1.22	11.06	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
39-3091	Amusement and recreation attendants	13	13	0	0	1.22	8.24	Short-term on-the-job training
39-9011	Child care workers	114	145	31	27	1.43	6.62	Short-term on-the-job training
39-9021	Personal and home care aides	31	41	10	32	0.76	7.07	Short-term on-the-job training
39-9032	Recreation workers	15	15	0	0	0.96	8.85	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	140	160	20	14	1.42	10.73	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	35	45	10	29	0.86	10.91	Work experience in a related field
41-2011	Cashiers, except gaming	206	162	-44	-21	1.33	6.63	Short-term on-the-job training
41-2021	Counter and rental clerks	22	32	10	45	1.10	6.61	Short-term on-the-job training
41-2031	Retail salespersons	151	154	3	2	0.70	7.69	Short-term on-the-job training
41-3021	Insurance sales agents	36	45	9	25	1.13	7.75	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	10	13	3	30	--	--	Bachelor's degree
41-3099	Sales representatives, services, all other	11	14	3	27	0.34	7.98	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	57	82	25	44	0.80	14.17	Moderate-term on-the-job training
41-9021	Real estate brokers	47	73	26	55	0.62	6.77	Work experience in a related field
41-9022	Real estate sales agents	50	77	27	54	0.63	8.37	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	47	60	13	28	0.96	6.55	Short-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	53	56	3	6	0.80	16.74	Work experience in a related field
43-3021	Billing and posting clerks and machine operators	20	21	1	5	0.87	12.01	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	82	92	10	12	0.84	11.79	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	13	12	-1	-8	1.50	11.70	Moderate-term on-the-job training
43-4031	Court, municipal, and license clerks	11	12	1	9	2.36	10.77	Short-term on-the-job training
43-4051	Customer service representatives	52	65	13	25	0.53	10.51	Moderate-term on-the-job training
43-4111	Interviewers, except eligibility and loan	12	12	0	0	1.08	8.22	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-4171	Receptionists and information clerks	38	47	9	24	0.77	13.58	Short-term on-the-job training
43-5021	Couriers and messengers	10	17	7	70	0.76	10.39	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	12	13	1	8	2.79	10.85	Moderate-term on-the-job training
43-5052	Postal service mail carriers	22	19	-3	-14	1.47	16.29	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	22	23	1	5	0.68	11.73	Short-term on-the-job training
43-5081	Stock clerks and order fillers	59	48	-11	-19	0.74	8.45	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	40	47	7	18	0.55	13.44	Moderate-term on-the-job training
43-6012	Legal secretaries	20	30	10	50	1.32	30.54	Postsecondary vocational award
43-6013	Medical secretaries	18	21	3	17	0.81	9.17	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	92	92	0	0	1.01	13.46	Moderate-term on-the-job training
43-9061	Office clerks, general	127	140	13	10	0.93	10.48	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
45-1099	Supervisors, farming, fishing, and forestry workers	19	18	-1	-5	7.26	26.71	Work experience in a related field
45-2041	Graders and sorters, agricultural products	10	10	0	0	--	--	Work experience in a related field
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	47	53	6	13	1.56	12.99	Short-term on-the-job training
45-3011	Fishers and related fishing workers	15	17	2	13	3.39	10.15	Moderate-term on-the-job training
45-4021	Fallers	12	12	0	0	13.02	19.73	Moderate-term on-the-job training
45-4022	Logging equipment operators	64	43	-21	-33	34.87	18.35	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	71	91	20	28	1.50	16.77	Work experience in a related field
47-2031	Carpenters	91	125	34	37	1.22	11.37	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	13	17	4	31	1.37	15.00	Moderate-term on-the-job training
47-2061	Construction laborers	81	107	26	32	1.28	10.50	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	25	31	6	24	1.30	14.21	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
47-2111	Electricians	78	78	0	0	2.38	17.18	Long-term on-the-job training
47-2141	Painters, construction and maintenance	30	38	8	27	1.21	11.69	Moderate-term on-the-job training
47-2151	Pipelayers	14	17	3	21	2.74	12.26	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	23	28	5	22	1.09	14.36	Long-term on-the-job training
47-3012	Helpers, carpenters	11	16	5	45	2.62	9.20	Short-term on-the-job training
47-3013	Helpers, electricians	20	19	-1	-5	4.32	14.44	Short-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	30	30	0	0	1.52	20.59	Work experience in a related field
49-3021	Automotive body and related repairers	15	16	1	7	1.82	9.01	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	46	48	2	4	1.26	11.20	Postsecondary vocational award
49-3042	Mobile heavy equipment mechanics, except engines	13	11	-2	-15	2.26	17.58	Postsecondary vocational award
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	25	27	2	8	1.70	16.06	Long-term on-the-job training



SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-9042	Maintenance and repair workers, general	71	65	-6	-8	1.17	13.06	Moderate-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	11	13	2	18	1.72	7.75	Short-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	40	33	-7	-18	1.33	20.35	Work experience in a related field
51-2092	Team assemblers	90	76	-14	-16	1.79	11.87	Moderate-term on-the-job training
51-4011	Computer-controlled machine tool operators, metal and plastic	19	16	-3	-16	3.14	17.81	Moderate-term on-the-job training
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic	20	13	-7	-35	4.94	16.54	Moderate-term on-the-job training
51-4041	Machinists	25	27	2	8	1.40	12.16	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	19	11	-8	-42	3.02	15.93	Moderate-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	10	11	1	10	0.59	13.83	Long-term on-the-job training
51-6011	Laundry and dry-cleaning workers	31	49	18	58	2.62	6.55	Moderate-term on-the-job training
51-6021	Pressers, textile, garment, and related materials	11	19	8	73	3.60	6.55	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-7041	Sawing machine setters, operators, and tenders, wood	20	13	-7	-35	7.11	7.55	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	30	21	-9	-30	1.44	11.48	Moderate-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	27	18	-9	-33	1.74	12.00	Short-term on-the-job training
51-9198	Helpers--Production workers	36	26	-10	-28	1.59	8.13	Short-term on-the-job training
53-3022	Bus drivers, school	39	35	-4	-10	1.87	7.54	Short-term on-the-job training
53-3031	Driver/sales workers	43	48	5	12	1.60	9.58	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	121	117	-4	-3	1.45	13.73	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	65	75	10	15	1.28	8.47	Short-term on-the-job training
53-7051	Industrial truck and tractor operators	25	20	-5	-20	0.92	11.00	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	17	18	1	6	1.13	7.60	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	102	95	-7	-7	0.98	8.05	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-7064	Packers and packagers, hand	44	29	-15	-34	1.27	7.88	Short-term on-the-job training
		7,622	8,053	431	6		13.72	

at least  
1.25  
greater than \$13.72

Source: EMSI

## Appendix B: Businesses by 3-Digit NAICS Codes

Hampton County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Crop Production	111	7	8	9	1	14.3	-17.6	-9.3
Forestry and Logging	113	19	15	8	-4	-21.1	-26.0	-15.2
Support Activities for Agriculture and Forestry	115	6	5		-1	-16.7	-13.0	1.8
Utilities	221	4	3	9	-1	-25.0	-8.8	-0.9
Specialty Trade Contractors	238	41	32	9	-9	-22.0	-6.4	12.9
Plastics and Rubber Products Manufacturing	326	5	4	136	-1	-20.0	-5.6	-11.4
Merchant Wholesalers, Nondurable Goods	424	7	8		1	14.3	-5.0	-3.5
Motor Vehicle and Parts Dealers	441	17	15	9	-2	-11.8	-11.6	2.2
Furniture and Home Furnishings Stores	442	8	6	8	-2	-25.0	-11.3	3.8
Building Material and Garden Equipment and Supplies Dealers	444	10	7	4	-3	-30.0	-8.8	0.9
Food and Beverage Stores	445	23	14	15	-9	-39.1	-18.2	-0.5
Health and Personal Care Stores	446	8	7	6	-1	-12.5	9.1	10.2
Gasoline Stations	447	17	17	7	0	0.0	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	8	5	6	-3	-37.5	-5.3	4.6
General Merchandise Stores	452	8	6	7	-2	-25.0	17.5	13.3
Miscellaneous Store Retailers	453	14	10	2	-4	-28.6	-23.9	-8.6
Nonstore Retailers	454	4	3	3	-1	-25.0	-17.9	11.9
Truck Transportation	484	13	7	10	-6	-46.2	-5.1	5.4
Transit and Ground Passenger Transportation	485	4	2		-2	-50.0	-14.6	1.6
Credit Intermediation and Related Activities	522	11	12	5	1	9.1	12.2	23.8
Insurance Carriers and Related Activities	524	8	9	0	1	12.5	0.3	6.7
Real Estate	531	6	4	3	-2	-33.3	18.8	23.8
Rental and Leasing Services	532	5	3	4	-2	-40.0	-8.3	1.7
Professional, Scientific, and Technical Services	541	19	22	6	3	15.8	2.1	14.3
Administrative and Support Services	561	12	11		-1	-8.3	2.2	13.0
Educational Services	611	3	4	16	1	33.3	14.1	23.7
Ambulatory Health Care Services	621	13	14	8	1	7.7	7.4	13.3
Social Assistance	624	11	11	6	0	0.0	-5.0	29.4
Amusement, Gambling, and Recreation Industries	713	6	5	5	-1	-16.7	-14.4	12.9
Accommodation	721	5	5	5	0	0.0	-3.4	3.5
Food Services and Drinking Places	722	29	23	18	-6	-20.7	-0.2	12.2
Repair and Maintenance	811	25	15	4	-10	-40.0	-18.3	-0.4

Hampton County								
Industry	NAICS Code	2002	2007	Average Size	Change		SC % change	US % change
					#	%		
Personal and Laundry Services	812	13	10	7	-3	-23.1	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	5	2		-3	-60.0	-2.0	3.3
Private Households	814	39	30		-9	-23.1	4.6	24.9

 growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

## Appendix C: Hampton County Employment by Industry Sector

		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Total		5,912	5,409	-503	-8.5			33,946	6%

<i>6 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Specialty Trade Contractors	238	122	280	158	130	1.75	140	40,308	AA

<i>5 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Motor Vehicle and Parts Dealers	441	101	137	36	36	2.17	34	28,361	AA
Professional, Scientific, and Technical Services	541	93	129	36	39	0.51	22	140,703	AA
Ambulatory Health Care Services	621	42	116	74	176	0.64	66	38,430	AA

<i>4 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Crop Production	111	44	73	29	66	4.08	30	25,784	

3 star or fewer sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Utilities	221	49	28	-21	-43	1.54	-17	62,277	AA
Gasoline Stations	447	100	115	15	15	4.03	19	16,664	BA
Clothing and Clothing Accessories Stores	448	15	28	13	87	0.56	11	12,700	A
Truck Transportation	484	128	68	-60	-47	1.42	-70	37,356	AA
Personal and Laundry Services	812	68	73	5	7	1.68	2	11,165	BA
Forestry and Logging	113	172	125	-47	-27	57.44	-25	44,753	D
Plastics and Rubber Products Manufacturing	326	709	544	-165	-23	21.77	-86	42,084	D
Furniture and Home Furnishings Stores	442	46	48	2	4	2.53	-1	24,633	BA
Real Estate	531	17	13	-4	-24	0.26	-6	39,416	AA
Accommodation	721	21	27	6	29	0.44	5	10,320	BA
Food and Beverage Stores	445	268	203	-65	-24	2.15	-63	16,124	D
Credit Intermediation and Related Activities	522	66	57	-9	-14	0.60	-14	36,419	BA
Rental and Leasing Services	532	16	12	-4	-25	0.57	-4	13,940	AA
Educational Services	611	72	65	-7	-10	0.86	-19	21,123	AA
Social Assistance	624	73	63	-10	-14	0.86	-24	17,145	AA
Food Services and Drinking Places	722	482	419	-63	-13	1.33	-126	9,197	BA
Repair and Maintenance	811	69	65	-4	-6	1.57	-5	25,238	BA
Building Material and Garden Equipment and Supplies Dealers	444	35	28	-7	-20	0.65	-11	19,571	BA
Health and Personal Care Stores	446	39	40	1	3	1.21	-2	31,224	AA
General Merchandise Stores	452	61	43	-18	-30	0.43	-22	13,737	BA
Miscellaneous Store Retailers	453	28	22	-6	-21	0.76	-3	13,529	BA
Nonstore Retailers	454	19	10	-9	-47	0.70	-9	18,903	BA
Amusement, Gambling, and Recreation Industries	713	36	23	-13	-36	0.49	-16	12,633	BA

## Methodology and Sourcing

### Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

**Sectors are rated on 6 factors:** 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

**Stars are based on:** 2002-2007 employment growth of 25 or more, 2002-2007 employment growth rate greater than 0 (since overall county job growth was negative), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$33,946 (2007 average for all jobs in the county), and average or above average projected growth.

**Location Quotient:** percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

**Competitive Effect:** based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

**Source:** Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.







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